Strategic Planning Process

Draft for Discussion July 22, 2019

Intended Outcomes of the Process:

- Establish the district's vision, mission, guiding principles and theory of action for increasing district performance;
- Establish the "portrait of a graduate" using input from district administrators and teachers and community stakeholders to inform the district's strategic plan;
- Establish concrete, measurable goals and targets (three to five years out) for improving student achievement and district-wide performance;
- Prioritize key district initiatives and identify necessary resources to overcome barriers and inequities; and
- Establish accountability metrics for progress monitoring.

What the Process Entails:

Outreach

- Surveys
- Interviews
- Focus Groups
- Community forums and meetings with stakeholders
- Meetings with district administrators and teachers

Review of Data, Reports, Trends

- Focus on student achievement, teaching and learning, district performance, racial equity
- Combine information from discussions with school committee members, central office staff, principals, teachers, parents, and community stakeholders, with audits, existing plans and research on best practices for improvement;
- Conduct gap and SWOT analyses between the district's current performance and its desired state;
- Analyze and build on impactful and efficacious work; and
- Utilizing garnered information to work together to craft specific, measurable goals and then identify the steps necessary to achieve them.

Sample Project Timeline:

1) Diagnostic Analysis/Current State of the District (SWOT analysis, review prior strategic

plan, review of other reports, district staff/internal meetings, development of multi-stakeholder steering committee) *1 month*

2) Develop components: Vision, Goals, Priorities (Community/Family/Student/School forums, ordering of priorities and goals) *2 months*

3) Strategic Plan: Framework Formation (Identify major buckets of strategic plan ie. academics, community engagement, equity, operations, etc) *1 month*

4) Develop Plan: (narrative, strategies, actions, steps and goals for each year of plan) organizing information to make it publishable) *2 months*

5) Implement Plan: (Communications – sharing out final product; team planning for making plan actionable; project management, benchmarks, backwards mapping)